



EMPLOYEE BENEFITS

WHY IT'S GOOD TO WORK FOR NET ACADEMIES!



FINANCIAL

- Competitive salaries in line with schools in Essex and more widely
- Government backed pension scheme, with generous employer contributions made – Teachers' Pensions Scheme or Local Government Pension Scheme
- Generous sickness absence benefits should you become unwell
- Staff meals available at discounted prices at lunch time each day
- Free Will Writing service for you and your partner – service provided by Estate Planning and Will Writing specialists Dunham McCarthy to help you plan for your future, protecting your family and loved ones
- Teaching staff accommodation- reduced rent offer for Trust house (subject to availability)

WELLBEING

- **Additional half term holiday**
- **Spectrum Life**
 - Total Wellbeing Solution for employees
 - Supports mental, physical, financial and social wellbeing
 - Includes access to a confidential Employee Assistance Programme (EAP) – 24/7 access to professional advisers and counsellors by live chat, phone, online, video call
 - Support through the EAP includes access to financial and legal advice, career coaching, meditation resources, consumer guidance, health professional consultations, and advice on childcare and eldercare
 - Discount marketplace – With over 300,000 vendors, access to the world's largest selection of global, national, and local brands across 15 countries



PROFESSIONAL DEVELOPMENT

- Apprenticeships – opportunity to study for a range of qualifications from Level 3 Teaching Assistant to Level 7 Senior Leader courses through the government's apprenticeship scheme
- Continuing Professional Development – ongoing CPD sessions in each school for staff to improve their knowledge and practice in their role
- Collaboration and opportunities to network and share ideas with other Trust staff
- Planning and subject leader support from experienced staff e.g. Curriculum Director
- Opportunities for promotion and alternative workplaces at other Trust schools
- A central, shared service support team
- Teacher training opportunities for support staff with FIPC (Forest Independent Collegiate)
- Annual Trust conference with guest motivational speaker
- External coaching opportunities for senior leaders